



Lake County Board of County Commissioners

Employee Wellness Program

An ounce of prevention is worth a pound of cure

What is Wellness?

Integrated method of functioning
which is oriented toward maximizing
the potential of which the individual is
capable, within the environment
where she/he is functioning

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Employee “Wellness” Program

- Why incorporate the workplace?
- Combination of activities that focus on employee health promotion and disease prevention
- Customized to the NEEDS of employees, in a manner that’s most beneficial to all employees

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Typical Wellness Programs

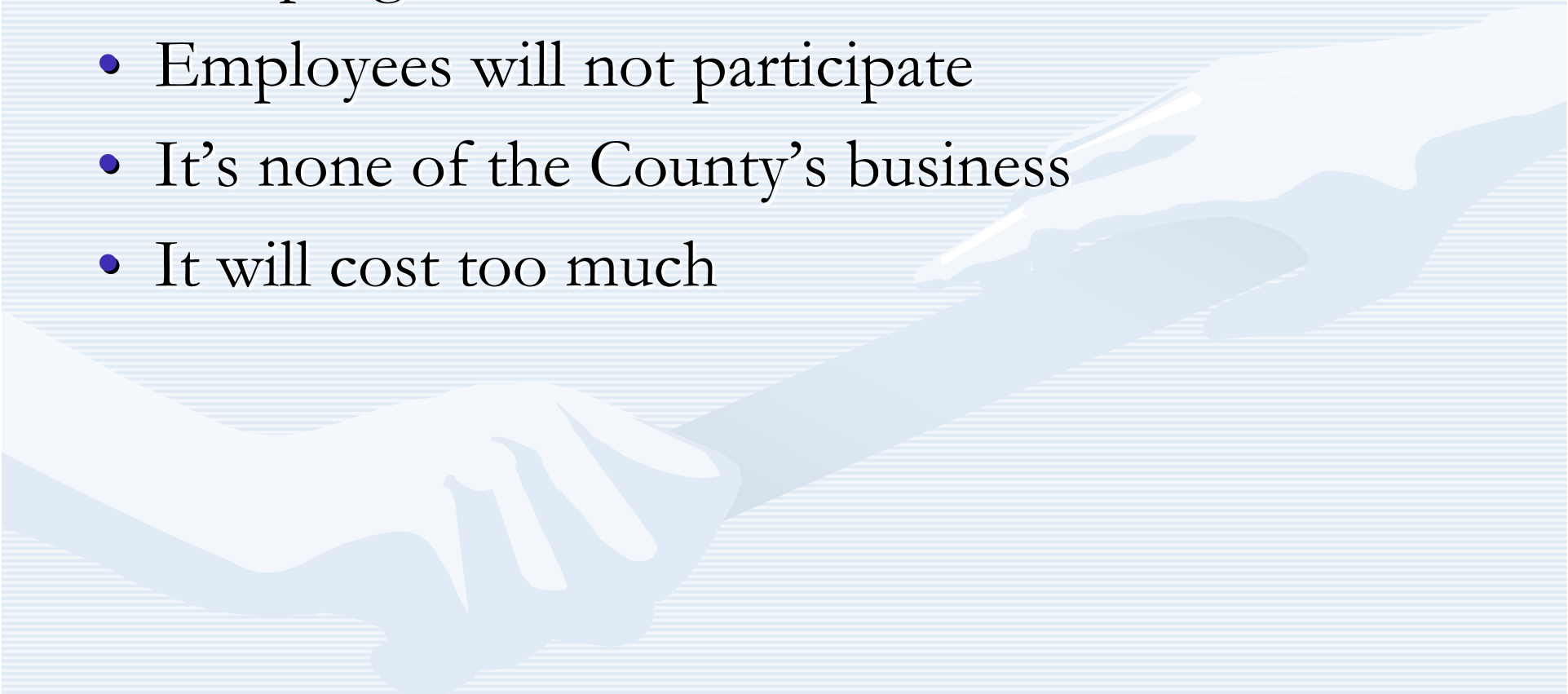
- Educational Activities
- Organizational Activities
- Environmental Activities

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Worksite Wellness Myths

- The programs don't work
- Employees will not participate
- It's none of the County's business
- It will cost too much

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Employees' **NEEDS & WANTS**

Preliminary Results from the Wellness
Survey 2006

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Preliminary Analysis

- New Name: Lake Wellness Solutions
- ~40 % response
- Survey shows employees are receptive

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Where do we go from here?



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Step 1

Finish data analysis

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Step 2

Establish goals, objectives, and strategic plan

Based on feedback from survey, stats from medical/pharmaceutical reports, budget, internal/external resource

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Step 3

Design programs to meet goals and objectives

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Step 4

Implement programs

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Step 5

Evaluation

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Expected Benefits


- Enhanced quality of life
- Increased employee morale
- Increased productivity
- Reduced employee absenteeism
- Reduced employee turnover
- Improved organizational image
- Fewer debilitating accidents

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Expectations of a Wellness Team

- Add credibility
- Advise on wellness efforts
- Advise on program vision and goals
- Provide stability and longevity

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**An organization's best
investment is its employees.**

**Wellness is a healthy
investment!**

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